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Agenda item 17 (f)

APPOINTMENTS TO FILL VACANCIES IN SUBSIDIARY ORGANS AND OTHER APPOINTMENTS: INTERNATIONAL CIVIL SERVICE COMMISSION

Appointment of members of the International Civil Service Commission and designation of the Chairman and Vice-Chairman of the Commission

Note by the Secretary-General

Addendum

1. As regards chairmanship and vice-chairmanship of the Commission, it is recalled that article 2 of the Commission's statute provides that:

> "The Commission shall consist of fifteen members appointed by the General Assembly, of whom two, who shall be designated Chairman and Vice-Chairman respectively, shall serve full-time."

2. The Governments of Algeria and Tunisia have put forth candidates for the position of Chairman of the International Civil Service Commission. The Government of Argentina has put forth a candidate for the position of Vice-Chairman.

3. The curricula vitae of the candidates follow in alphabetical order.

ANNEX

Curricula vitae

MOHSEN BEL HADJ AMOR

Country Tunisia

Date and place of birth 25 December 1935, Tunis

Education

Collège Sakiki in Tunis
French baccalauréat (secondary school diploma)
Tunisian baccalauréat (secondary school diploma)

Institute of Higher Studies in Tunis
Diploma in history and literature

University of Paris - Sorbonne
Bachelor's degree

Columbia University, New York - School of International Affairs
(Economics, international law, international relations, United Nations and specialized agencies, diplomacy).

Dag Hammarskjöld Foundation (Uppsala, Sweden)
Seminar on the "Structures, role and functions of the United Nations".

Thesis presented: "Evaluation of the achievements of the United Nations in relation to the needs of the Arab and African countries".

Training programmes

State Department, Washington
Ministry of Foreign Affairs, Ottawa
Provincial Administration, Toronto
Foreign Office, London
Ministry of Foreign Affairs, Paris
Various specialized agencies of the United Nations, Geneva and European Economic Community (EEC), Brussels
Federal Ministry of Foreign Affairs, Belgrade
Local Administration, Sarajevo (Yugoslavia)

Languages Arabic, French, English, Spanish, Italian

Current positions

Minister Plenipotentiary, Ministry of Foreign Affairs, Tunis
Chairman, International Civil Service Commission, United Nations, New York (see appendix IV)

Principal previous positions

1982-1990

Seconded by the Ministry of Foreign Affairs in Tunis to the Food and Agriculture Organization of the United Nations (FAO) in Rome as Director of Personnel. In the performance of his functions he also participated in various committees as:

Member - Programme and Policy Advisory Board (presided over by the Director-General)
- Establishments Committee (presided over by the Director-General)
- Establishments Subcommittee
- Interdepartmental Working Group on Training
- Advisory Committee on Compensation Claims
- Task force on FAO/Italy Cooperation Programme
- B. R. Sen Awards Review Committee (prize awarded to field experts)
- Steering Committee on Management Review.

Chairman - General Service Staff Selection Committee
- Working Group on General Service Remuneration and Conditions of Service
- Joint Advisory Committee on Medical Insurance

Chairman/
Vice-Chairman
(alternately)

FAO Staff Pension Committee (as representative of the Director-General)

From 1982, represented FAO at all sessions of the:

CCAQ - Consultative Committee on Administrative Questions (CCAQ) (Inter-agency body of Directors of Personnel of the United Nations system)
- Vice-Chairman in 1988
- Vice-Chairman in 1989

ICSC - International Civil Service Commission (ICSC)

ACC - Represented CCAQ to the sessions of the Administrative Committee on Coordination (ACC) (Inter-agency body of the executive heads of the United Nations system) presided over by the Secretary-General of the United Nations (1989)

UNJSPB - Represented the Director-General at all sessions of the United Nations Joint Staff Pension Board and of its Standing Committee
- First Vice-Chairman of the Board (1989-1990)
- First Vice-Chairman of the Standing Committee (1985-1986)
- Member of the "Search Group" of the Pension Board to nominate the new Secretary of the Pension Fund (1985-1986)

Diplomatic service (since 1965)

1965-1968

- Deputy head of the Americas and United Nations Division in the Ministry of Foreign Affairs, Tunis

Embassy of Tunisia in Rome

1969-1972

- Commercial and tourism counsellor
- Liaison Officer with the Food and Agriculture Organization of the United Nations (FAO) and the World Food Programme (WFP)

1973-1975

- Permanent Deputy Representative of Tunisia to FAO and WFP
- Counsellor for economic and commercial questions

1976-1981

- Minister Counsellor and Permanent Representative of Tunisia to FAO, WFP, the International Fund for Agricultural Development (IFAD) and the World Food Council (WFC)

1981

- Executive Director of Tunisia in the Governing Council of IFAD

Prior to 1965

A variety of responsibilities:

- School teacher in Paris and in the United Kingdom
- Dealing with administration and international cooperation in the Ministry of Education and Ministry of Finance, Tunis
- In the private sector, with Societé Végé-France, Paris, as junior executive (administration and budget)

Participation in meetings or activities of the United Nations and its specialized agencies

United Nations

- Member of the Tunisian delegation to the General Assembly of the United Nations (1966 and 1990)

FAO

- 1969-1981, delegate or member of the Tunisian delegation at all sessions of the FAO General Conference and Council, and at a number of meetings of the standing committees (see appendix II) and the intergovernmental groups (for example, the special sessions on commodities - intensive UNCTAD/FAO intergovernmental consultations in 1974), ad hoc consultations
- Regional FAO conferences on Africa and the Middle East
- Member of the Working Group on the composition and mandate of the Council, the Programme Committee, the Finance Committee and the Committee on constitutional and legal affairs
- Coordinator of the African Group in FAO and member of the Liaison Committee of the Group of 77
- Chairman of the Middle East Group
- Participation in a number of drafting committees

FAO Finance Committee

- Vice-Chairman and Acting Chairman (1975-1977)
- Chairman (1978-1981)

WFP

- 1969-1981, delegation of Tunisia to all sessions of the Intergovernmental Committee and the Committee on Food Aid Policies and Programmes. Elected member of the Budget Subcommittee on several occasions

World Food Conference

- 1974, Member of the Tunisian delegation.
  Active participation in the work of contact groups on the establishment of new agencies or committees (such as IFAD, the Committee on Food Aid Policies and Programmes, the Committee on World Food Security and the World Food Council)

World Food Council

- 1975-1981, Chairman of the Tunisian delegation at all sessions of the Council and at preparatory meetings

IFAD

- 1975-1981, Chairman of the Tunisian delegation at all the Meetings of Interested Countries on the Establishment of IFAD, at the United Nations Conference on IFAD, and at meetings of the Preparatory Commission for IFAD
- Deputy Governor at the first session and Acting Governor at the second session of the Board of Governors
- Executive Director for Tunisia at the Governing Council

World Conference on Agrarian Reform and Rural Development

- Deputy Chairman of delegation at the World Conference
- Acting Président of the Conference (1979)

Miscellaneous

- Vice-Chairman of the consultative group on economic and technical cooperation among developing countries in the food and agriculture sector
- Member of the B. R. Sen Awards Review Committee (for field experts) and FAO's A. H. Boerma award (for journalists)

Other professional activities (1964-1981)

In Italy

- Member of the delegation on several missions engaged in economic, financial and trade negotiations, and Tunisian representative at:

  (a) A number of meetings of finance and industry experts dealing with the promotion of foreign investment in Tunisia;
  (b) Several general meetings of banks;
  (c) Annual meeting of Italian employers;
  (d) Congress of the Institute of Maritime Studies on the problems of fishing in the Mediterranean and the marketing of fish products (1971);
  (e) International symposium on the unification of private law and private international law on trade-related matters in Africa (1972);
  (f) A number of congresses, seminars, symposia and round-table meetings on economic, trade and agricultural issues of particular interest to the countries of the Mediterranean basin, and dealing with relationships between the European Economic Community, Africa and the Arab world

In Tunisia

- Participation in several seminars on foreign trade and on problems related to the development of the economy and tourism

In the United States

- Tunisian representative at the third annual international conference of the Blair Academy of Blairstown, New Jersey, on economic and political problems in the Middle East (1967)
- Participation in a number of symposia on various topics concerning Africa and the Arab world

In the United Kingdom

- Participation in several round-table meetings on political and economic problems in Africa and in the Arab world

From 1976 to 1989, participation in a number of negotiating missions in Africa and Asia as special representative of the Director-General of FAO

Leader of recruitment missions to Japan, the United States and Canada

Other information

Long periods of residence and/or a number of trips for purposes of study or for professional reasons - North America, Europe, Africa, the Middle East, Asia and Latin America (see appendix III)

Official visit to China at the invitation of the Chinese Government in 1980 and 1994

Decorations

- Officer of the Order of the Tunisian Republic
- Officer of the French Order of Merit for Agriculture

APPENDIX I

Committees

Food and Agriculture Organization of the United Nations

Establishments Committee (Member ex-officio)

The Establishments Committee reviews and advises the Director-General on proposals for the establishment of new organizational units and for changes in the function, composition or title of existing units; the establishment, classification and abolition of posts at Headquarters and other established offices, and on classification of and appointment to senior field posts.

Establishments Subcommittee (Member)

The Establishments Subcommittee makes recommendations on all proposals to be submitted to the Establishments Committee, and on appeals by divisions against action taken under delegated authority.

General Service Staff Selection Committee (Chairman)

The Committee makes recommendations to the Director-General on divisional proposals on actions with regard to General Service posts located at Headquarters within its field of competence (including appointments, promotions, extensions, transfers).

Interdepartmental Working Group on Training (Member)

The Group advises the Director-General on training policies, with a view to making training activities more responsive to the needs of the Organization.

FAO Staff Pension Committee (Director-General's representative; since 1982 acted as Chairman or Vice-Chairman on many occasions)

Under powers delegated to it by the United Nations Joint Staff Pension Board, the FAO Staff Pension Committee takes decisions upon individual cases referred to it and exercises general control in Pension Fund matters relating to FAO participants.

Advisory Committee on Compensation Claims (Member)

The Committee considers all compensation claims referred to it by the Director-General. It makes recommendations on the validity of the claim or on the amount which should be paid to the staff member or his beneficiaries, or both.

Task Force on FAO/Italy Cooperation Programme (Member)

The Task Force reviewed the status of the FAO/Italy Trust Fund Programme, and monitored the progress of the projects in order to ensure that the Programme operated in line with available funding.

B. R. Sen Awards Review Committee (Member)

Reviews candidatures submitted for the receipt of an annual award to the FAO field officer who has contributed most to the progress of the country or countries to which he has been assigned.

Working Group on General Service Remuneration and Related Conditions of Service (Chairman)

This Group is an advisory body in which both FAO management and representatives of the Union of General Service Staff make recommendations to the Director-General on all matters connected with the arrangements for the survey of salaries and related conditions of employment conducted by the International Civil Service Commission. The representatives of the Group also participate in all phases of the survey.

Steering Committee on Management Review (Member)

In the light of the consultants' review, the Committee reviewed the progress achieved, appraised planned activities, discussed interim reports, commented on the consultants' performance and issued directives to Directors and staff participating in the review exercise.

Joint Ad Hoc Working Group on After-Service Medical Insurance (Chairman)

The Group made recommendations for the conditions for eligibility for and financing of after-service medical insurance coverage in FAO/WFP.

Joint Advisory Committee on Medical Insurance (Chairman)

Programme and Policy Advisory Board (Member - Chaired by the Director-General)

FINSYS/PERSYS Steering Committee (Member)

The Steering Committee has the overall responsibility for the management of the FINSYS/PERSYS Project. FINSYS/PERSYS is an integrated and comprehensive computerized system covering financial and personnel activities at Headquarters and other duty stations.

APPENDIX II

Standing committees

Food and Agriculture Organization of the United Nations

COAG - Committee on Agriculture

COFI - Committee on Fisheries

COFO - Committee on Forestry

CCP - Committee on Commodity Problems

CFS - Committee on World Food Security

APPENDIX III

Prolonged residence and/or extensive travel for studies or professional reasons

Africa: Benin, Burkina Faso, Burundi, Cameroon, Central African Republic, Côte d'Ivoire, Egypt, Kenya, Libyan Arab Jamahiriya, Madagascar, Mali, Morocco, Mozambique, Niger, Sierra Leone, South Africa, Togo, United Republic of Tanzania, Zaire, Zimbabwe

Asia: Cambodia, China, Hong Kong, India, Japan, Lao People's Democratic Republic, Philippines, Singapore, Thailand, Viet Nam

Europe: Austria, Belgium, Denmark, France, Germany, Greece, Hungary, Italy, Netherlands, Romania, Sweden, Switzerland, United Kingdom of Great Britain and Northern Ireland, Yugoslavia

Latin America: Mexico

Middle East: Syria

North America: Canada, United States of America

APPENDIX IV

The Chairman, like the other members of the Commission, is elected by the General Assembly of the United Nations for a term of four years and may be reappointed. Among his various duties, he directs the work of the Commission and its secretariat, represents the Commission to the General Assembly and, when necessary, to the governing bodies of the other organizations of the United Nations common system, as well as to the Administrative Committee on Coordination (ACC), an inter-agency body whose members are the executive heads of the organizations of the United Nations system, and which is chaired by the Secretary-General of the United Nations.

MISSOUM SBIH

- Born on 21 December 1931 at Arzew (Algeria)
- Married, 4 children

University qualifications

- Docteur d'Etat in law from the University of Paris (Panthéon-Sorbonne)
- Lauréat of the Faculty of Law and Economics, Paris
- Lauréat of the Faculty of Law and Economics, Toulouse

Positions held

- Director-General of the Civil Service (1962-1965)
- Director-General of the National School of Administration (1965-1977)
- Secretary-General of the Ministry of Foreign Affairs (1977-1979)
- Ambassador Extraordinary and Plenipotentiary (1979 and 1988)

University activities

- Professor of constitutional law (1976-1979)
- Professor of international relations (1982-1988)
- Director of research in administrative sciences (1970-1976)
- Chairman of the jury for the competitive entrance examination and final examination for the National School of Administration (1965-1977)

Publications

- Several works and studies on government administration and international relations, in particular the following:
  - La Fonction publique (Paris, Hachette, 1968)
  - L'Administration publique (Paris, Hachette, 1973)
  - Les Institutions administratives du Maghreb, le Gouvernement de l'Algérie, du Maroc et de la Tunisie (Paris, Hachette, 1976)
  - Diplomatie et securité nationale ou influence de la sécurité nationale sur la politique étrangère des Etats (Algiers, Rari, 1987)

Other activities in Algeria

Member of the National Legislation Commission (1965-1975)

- Chairman of the National Commission responsible for drawing up the general statutes of the civil service
- Chairman of the Working Group responsible for drawing up the statutes of the diplomatic service
- Chairman of the Commission responsible for drawing up the statutes of the senior civil service
- Chairman of the Working Group responsible for drawing up the Code of Territorial Administration
- General Rapporteur of the National Commission for the review of government structures and coordination
- Chairman of the Working Group for the study of the reform of the central administration of the Ministry of Foreign Affairs and of diplomatic and consular posts
- Chairman of the Commission responsible for drawing up the statutes and curricula of the Higher School for the Senior Civil Service

Member of the National Economic and Social Council (1966-1970)

- Chairman of the Planning Commission
- Chairman of the Social Commission
- Chairman of the Working Group responsible for studying and drawing up model statutes for public enterprises

Member of the National Scientific Research Council (1972-1975)

- Chairman of the Working Group responsible for drawing up the statutes of the University
- Member of the National Commission for the study of educational reform
- General Rapporteur of the Commission for the study of relations between the University and the Grandes Ecoles (university-level professional schools)

Other international activities

Chairman of the Algerian delegation to the Algerian-French negotiations on technical, cultural and judicial cooperation in the framework of the implementation of the Evian agreement (1962-1965)

Member of Algerian delegations to many international conferences, including conferences of the United Nations, of the Non-Aligned Countries and of the Organization of African Unity

Chairman of the Administrative Council of the Maghreb Centre for Administrative Studies and Research (1970-1976)

Chairman of the Second Conference of Directors of National Schools of Administration of the Maghreb

Chairman of the Fifth Maghreb Symposium on the Training of Senior Officials

Chairman of the Board of Trustees of the United Nations Institute for Training and Research (UNITAR) (1991-1992)

Member of the Board of Trustees of UNITAR (1976-1982 and 1986-1992)

Vice-Chairman of the Board of Trustees of UNITAR (1988-1990)

Member of the Council of the International Civil Aviation Organization (ICAO) (1979-1981)

Chairman of the Algerian delegation to the twenty-third session of the ICAO Assembly

Member of the Advisory Board of the United Nations Institute for Disarmament Research (1980-1982)

Chairman of the Algerian delegation responsible for political consultations as part of preparations for the first special session of the United Nations devoted to disarmament

Teaching, research and study assignments abroad (1965-1982)

- Lectures at foreign universities and institutes (Paris, Washington, Brussels, Moscow, Prague, Montreal)

- Teaching assignments at the International Public Administration Institute and the National Schools of Administration of Rabat and Tunis

- Study assignments with the United States Civil Service Commission and the British Civil Service

- Member of the Algerian delegation to the International Congress of Jurists

- President of the Algerian delegation to the congress of the International Institute of Administrative Sciences

- Chairman of the Seminar on North-South Relations organized by the Society for International Development

Currently, Minister-Ambassador Plenipotentiary and Counsellor responsible for strategic issues in the Ministry of Foreign Affairs, and member of the International Civil Service Commission.

CARLOS SILVERIO VEGEGA

Professional background

United Nations

1985 to date	Vice-Chairman, International Civil Service Commission (ICSC) and Chairman of the Advisory Committee on Post Adjustment Questions
1979-1983	Assistant Secretary-General, United Nations Assistance Administrator, United Nations Development Programme (UNDP)
	Regional Director for Latin America
	Acting Director, Office for Projects Execution
	Special Adviser, United Nations Capital Development Fund
	Acting Assistant Administrator, Bureau for Special Activities (UNDP)
1973-1979	Deputy Assistant Administrator, Regional Bureau for Asia and the Pacific (UNDP)
1971-1973	Deputy Regional Director, Regional Bureau for Latin America (UNDP)
1966-1971	Chief of the Division for Latin America and the Caribbean, Bureau of Operations (UNDP)
1962-1966	Deputy Director, Joint Administrative Division, Technical Assistance Board
1960-1962	Coordinator of Civilian Operations, United Nations Operation in the Congo, Office of the Secretary-General
1959-1960	Liaison Officer for the Regional Economic Commissions, secretariat of the Economic and Social Council
1956-1959	Officer in charge of the Subregional Office for Mexico and Central America (headquarters in Mexico City), Technical Assistance Administration
1953-1956	Recruitment and Selection Officer, Office of Personnel
1952-1953	Area Officer, Technical Assistance Administration

Argentine Government

1950-1951	Chief of the Division for Coordination and Research, National Economic Council
1949-1950	Technical Adviser, National Economic Council
1946-1949	Technical Adviser, Department of Economic Affairs, Ministry of Finance
1945-1946	Chief of the Foodstuffs Division, National Export Office, Ministry of Industry and Trade

Private activity

1984	Consultant, Estudio Vegega, Buenos Aires (included, inter alia, participation in a working group on personnel organization, management and administration in the United Nations Educational, Scientific and Cultural Organization and missions for UNDP, for the Interim Mekong Committee and for China)
1951-1952	General Manager, Instituto Lanús S.A. (market research), Buenos Aires
1943-1949	External Auditor, Argentine Organization for Administrative and Accounting Research, Buenos Aires

Has taken part in countless national and international committees and meetings.

To mention only activities of direct interest to the International Civil Service Commission (ICSC), he was a member of the Consultative Committee on Administrative Questions, Chairman of the UNDP Appointment and Promotion Board, a member of the UNDP Joint Advisory Committee and a member of the United Nations Appointment and Promotion Board, and was on the list of panel members of the United Nations Joint Appeals Board. In the Argentine Government, he represented the National Economic Council in the Grupo Racionalizador de las Remuneraciones de los Agentes de la Administración Pública.

In addition, he was assistant lecturer in economics at the Universidad Nacional de Buenos Aires and taught at the Escuela Superior de Economía in Buenos Aires.

Education

1947	Ph.D. in economics (thesis recommended for the "Premio Facultad") Universidad Nacional de Buenos Aires
1945	Certified public accountant, Universidad Nacional de Buenos Aires
1947-1948	Internship in public administration and fiscal policy, Office of Management and Budget, Washington, D.C.

1947-1948 Postgraduate studies in fiscal policy, American University, Washington, D.C., United States of America

Born in the city of Buenos Aires, Argentina. Married to Elena Constancia Rzeczkowska.